

## **OIG's Procedure for Considering Conduct When Determining Senior Executive Service (SES) Employee Performance Awards - GSA Office of Inspector General**

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The GSA OIG takes misconduct of all employees very seriously, including that of SES employees. The OIG SES Management System and Policy, Part C, Paragraph 3 includes the following regarding conduct:

All rating assessments must be based on the evidence of performance against the written performance requirements or standards issued for the position with respect to the relevant rating period. Within that framework, the rating assessment considers all relevant indicia of levels of performance, considering the performance elements applicable to the position and the relationship between organizational success and individual employee performance, as appropriate. If misconduct has affected performance, the rating official must consider evidence of such misconduct in assessing performance against the applicable requirements or standards.